SIKKIM

GOVERNMENT GAZETTE

EXTRAORDINARY
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Gangtok **Friday 24th April, 2026** **No. 161**

GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK

No. J(1)/87//GEN/DOP (part) **Dated: 25/07/2024**

NOTIFICATION

Whereas, in pursuance of Notification no 100/GEN/DOP dated 06/02/2020 read with Notification No. 24/GEN/DOP dated 09/02/2024, more than 27000 (twenty-seven thousand) new posts have been created in Level 1, 2 and 3 of the Pay Matrix for regularisation of services of temporary employees holding Group C & D posts. These employees are allowed to draw pay and allowances in Pay Level 1/2/3 of the Pay Matrix from the date of appointment in regular capacity. On the other hand, persons appointed to a post through direct recruitment process are allowed to draw consolidated training aliowance for the 1st year of training /probationship/ apprenticeship in terms of Rule 26(1) of Sikkim Government Service Rules, 1974, as amended vide Notification No J(1)/86/GEN/DOP dated 25/07/2024 as per the following details

Sl No.	Category	Training Allowance (in case of training within Sikkim)	Training Allowance (in case of training outside Sikkim)
1	Group D	Rs. 10000/-PM	Rs.18000/-PM
2	Group C	Rs. 12000/-PM	Rs. 20000/-PM
3	Group B	Rs. 18000/-PM	Rs. 25000/-PM

And, whereas, rogularisation of services of temporary employees is carried out following the provision of relevant rules governing the appointment and other conditions of service prevalent in the state akin to direct recruitment except the provision relating to roster point and reservation rules

And whereas, separate provision for emoluments of direct recruits and those appointed through regularisation process has led to disparity of pay between these two categories of employees;

And whereas, the change in policy decision to regularise the service of temporary employees from 8 (eight) to 4 (four) years has led to seniority issues on account of date of joining as many employees who have rendered just 4 years of service have already joined

after completing all the formalities while those who have completed more than 8 years of service are yet to join due to delay in collecting the necessary clearances and approvals;

Now, therefore, with a view to bring uniformity of pay between the employees appointed through direct recruitment and those appointed through regularisation and to address the issue of seniority between those regulansed on completion of 8 (eight) and 4 (four) years of service, the State Government is hereby pleased to issue the following guidelines

1. The date of joining of employees whose services have been regularised on completion of 8 years and 4 years of service as on 31 December 2023 shall be effective from 1 August, 2024.

2. For the first 1 (one) year, employees whose services have been regularised on completion of 8 and 4 years of service as on 31 December, 2023 shall be entitled to draw consolidated pay equivalent to the amount drawn by them while on temporary capacity. On successful completion of 1 (one) year of regular service, they will be placed in Level 1/2/3 of the pay matrix as applicable to the post held by them for the next 4 (four) years of service. On completion of 5 (five) years of regular service, their pay shall be regulated in terms of Notification No. 99/GEN/DOP dated 06/02/2020.

3. The inter-se-seniority of all regularised temporary employees shall be considered from the date of appointment on temporary capacity.

By order and in the name of the Governor.

Rinzing Chewang Bhutia, IAS
SECRETARY TO THE GOVERNMENT OF SIKKIM